What Is CMS Used For?

Human Capital Management
CMS ensures NASA has the competencies needed to complete its mission.

Integrated Business Processes
CMS provides a frame of reference to map business objectives to competencies.

Employee Development
CMS helps define training, development and knowledge areas for employees.

Expertise Locator
CMS eases the search for expertise and knowledge within the Agency's Workforce.

Knowledge Management
CMS creates communities of practice, a valuable resource for knowledge sharing.

Communication Tool
CMS provides a consistent language and framework for communications.

What Is CMS Not Used For?

Job Selection
CMS is not designed or used as an Agency employment and selection system.

Pay Setting
Grade and pay are determined by an employee's duties and responsibilities defined through the job analysis and classification process, not through CMS.

Performance Evaluation
An employee's performance evaluation is based on responsibilities and performance, not information in CMS.

Task/Work Assignments
CMS provides supervisors with limited information about an employee – it does not capture everything a supervisor would need to assign a particular task or job.

Tell Your Story
Visit the MSFC CMS Web site
http://ohc.msfc.nasa.gov/workforce/index.html
to enter your competencies into CMS today!

CMS Training Available On-Line

http://ohc.msfc.nasa.gov/workforce/training.html

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National Aeronautics and Space Administration

Putting the pieces together… ensuring success.

CMS

NASA's Competency Management System

- Training
- Leadership
- Talent
- Skills
- Education
- Experience

Begin telling your story today!

The

Competency Management System

allows **you** to tell **your** story!

For NASA to achieve its mission,

it must have a workforce with talent, skill, education and experience. Creating this workforce requires finding, attracting and retaining the right people.

Everyone has unique knowledge and strengths that NASA needs to achieve its mission. Competency Management helps put the pieces together.

What is CMS?

NASA's Competency Management System (CMS) is an Agency-wide application used to measure and monitor the Agency's knowledge base. CMS helps the Agency match the talents and strengths of its employees with the positions that can best utilize those skills.

What Are Competencies?

Competencies are **brainpower, know-how, knowledge, expertise** and **capabilities**. CMS allows the Agency to collect, manage and report on the workforce competencies as they relate to people, positions and projects.

How Do I Determine My Competencies?

Individuals should compare their personal experiences with the definitions in the CMS Workforce Competency Dictionary to decide which competencies best represent their knowledge and expertise.

What Does a Competency Look Like?

Competency Number: 122

Competency Designator: PROJPROGMT

Competency Title: Program/Project Management

Competency Definition: Knowledge, capabilities and practices associated with formulating, planning, implementing, managing, tracking and evaluating work and its associated requirements and risks, ranging from one-time projects to program-level work. Critical abilities are to define customer and stakeholder needs and constraints, reduce ambiguity in objectives, develop and manage an efficient project organizational structure, and apply system architecture principles.

Includes knowledge associated with system architecture, finance, budgeting, risk assessment, schedule, configuration management, contract technical management, and project controls.

How Are Competencies Organized?

Competencies are organized into Competency Suites and grouped by Domain.

Business Knowledge Domain

Competency Suites include: Business, Financial, Institutional and Workforce Operations.

Engineering and Technology Knowledge Domain

Competency Suites include: Engineering of Systems, Systems Analysis and Mission Planning, Aeronautics, Human and Biological, Chemical, Computer Science and Information Technology, Electrical and Electronic, Power and Propulsion, Sensor Systems, Structures, Materials and Mechanics, Thermal/Fluid and Multidisciplinary R&D.

Mission Operations Knowledge Domain

Competency Suites include: Mission Operations and Quality/Safety/Performance.

Leadership and Management Knowledge Domain

Competency Suites include: Management and Professional Development.

Science Knowledge Domain

Competency Suites include: Space, Earth, Physical and Biological Sciences.